UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

MATTHEW SCALF, Plaintiff, -against- ERMENEGILDO ZEGNA; ERMENEGILDO ZEGNA CORPORATION; ZEGNA, INC; and individually and jointly, JOHN FRAMPTON; CARLOS FLORES and BELEN GARAFOLA, Defendants.	**Civil Action No. 1:16-CV-7954** **DEFENDANT JOHN FRAMPTON'S ANSWER AND DEFENSES TO PLAINTIFF'S COMPLAINT**

Defendant John Frampton (hereinafter "Defendant Frampton"), by and through his undersigned attorneys, answers the Complaint of Matthew Scalf ("Plaintiff"), as follows:

AS TO "NATURE OF THE ACTION"

1. The allegations contained in Paragraph "1" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "1" of Plaintiff's Complaint.

2. The allegations contained in Paragraph "2" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "2" of Plaintiff's Complaint.

3. The allegations contained in Paragraph "3" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "3" of Plaintiff's Complaint, except avers that Plaintiff purports to assert this action against Ermenegildo Zegna

Corporation (incorrectly named to include Ermenegildo Zegna, and Zegna, Inc.), John Frampton, Carlos Flores, and Belen Garafola.

AS TO "PARTIES"

4. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "4" of the Complaint, except avers that Plaintiff is and was a natural person.

5. Defendant Frampton admits the allegations contained in Paragraph "5" of the Complaint.

6. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "6" of the Complaint, except avers that Carlos Flores is and was a natural person.

7. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "7" of the Complaint, except avers that Belen Garafola is and was a natural person.

8. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "8" of Plaintiff's Complaint.

9. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "9" of Plaintiff's Complaint.

10. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "10" of the Complaint.

11. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained Paragraph "11" of Plaintiff's Complaint, except avers that Defendant Ermenegildo Zegna Corporation maintains a retail store operation at 663 5th Avenue, New York, New York 10022.

12. Defendant Frampton denies each and every allegation contained in Paragraph "12" of the Complaint, except admits that Plaintiff worked in Ermenegildo Zegna Corporation's Boutique #400.

13. Defendant Frampton denies each and every allegation contained in Paragraph "13" of Plaintiff's Complaint, except avers that Defendant Ermenegildo Zegna Corporation employs over 100 employees.

14. The allegations contained in Paragraph "14" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "14" of Plaintiff's Complaint.

AS "JURISDICTION AND VENUE"

15. The allegations contained in Paragraph "15" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "15" of Plaintiff's Complaint, except avers that jurisdiction over this action is proper.

16. The allegations contained in Paragraph "16" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "16" of Plaintiff's Complaint, except avers that jurisdiction over this action is proper.

17. The allegations contained in Paragraph "17" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "17" of Plaintiff's Complaint, except avers that venue is proper.

18. The allegations contained in Paragraph "18" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "18" of Plaintiff's Complaint.

19. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "19" of Plaintiff's Complaint.

20. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "20" of Plaintiff's Complaint.

21. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "21" of Plaintiff's Complaint.

22. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "22" of Plaintiff's Complaint.

23. Defendant Frampton denies each and every allegation contained in Paragraph "23" of Plaintiff's Complaint.

AS TO "RELEVANT FACTS"

24. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "24" of Plaintiff's Complaint.

25. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "25" of Plaintiff's Complaint.

26. Defendant Frampton denies each and every allegation contained in Paragraph "26" of Plaintiff's Complaint, except avers that Plaintiff worked as an operations manager at Defendant Ermenegildo Zegna Corporation's Boutique #400.

27. Defendant Frampton denies each and every allegation contained in Paragraph "27" of the Complaint, except avers that Plaintiff's work responsibilities included supervising the tailor shop for Defendant Ermenegildo Zegna Corporation.

28. Defendant Frampton denies each and every allegation contained in Paragraph "28" of Plaintiff's Complaint, except avers that Defendant Frampton was a general manager of Defendant Ermenegildo Zegna Corporation's Boutique #400 from on or about August 2014 through and including July 2016.

29. Defendant Frampton admits the allegations contained in Paragraph "29" of Plaintiff's Complaint.

30. Defendant Frampton admits the allegations contained in Paragraph "30" of Plaintiff's Complaint.

31. Defendant Frampton denies each and every allegation contained in Paragraph "31" of Plaintiff's Complaint.

32. Defendant Frampton denies each and every allegation contained in Paragraph "32" of Plaintiff's Complaint.

33. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "33" of Plaintiff's Complaint.

34. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "34" of Plaintiff's Complaint.

35. Defendant Frampton denies each and every allegation contained in Paragraph "35" of Plaintiff's Complaint.

36. The allegations contained in Paragraph "36" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton Denies each and every allegation contained in Paragraph "36" of Plaintiff's Complaint.

37. Defendant Frampton denies each and every allegation contained in Paragraph "37" of Plaintiff's Complaint.

38. Defendant Frampton denies each and every allegation contained in Paragraph "38" of Plaintiff's Complaint.

39. The allegations contained in Paragraph "39" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton Denies each and every allegation contained in Paragraph "39" of Plaintiff's Complaint.

40. Defendant Frampton denies each and every allegation contained in Paragraph "40" of Plaintiff's Complaint.

41. Defendant Frampton denies each and every allegation contained in Paragraph "41" of Plaintiff's Complaint.

42. Defendant denies each and every allegation contained in Paragraph "42" of Plaintiff's Complaint.

43. Defendant denies each and every allegation contained in Paragraph "43" of Plaintiff's Complaint.

44. Defendant Frampton denies each and every allegation contained in Paragraph "44" of Plaintiff's Complaint, except refers to Defendant Ermenegildo Zegna Corporation's policies for their contents.

45. Defendant Frampton denies each and every allegation contained in Paragraph "45" of Plaintiff's Complaint.

46. Defendant Frampton denies each and every allegation contained in Paragraph "46" of Plaintiff's Complaint.

47. Defendant Frampton denies each and every allegation contained in Paragraph "47" of the Plaintiff's Complaint, except avers that Konstantinos Sipsas was a manager at Defendant Ermenegildo Zegna Corporation.

48. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "48" of Plaintiff's Complaint.

49. Defendant Frampton denies each and every allegation contained in Paragraph "49" of Plaintiff's Complaint.

50. Defendant Frampton denies each and every allegation contained in Paragraph "50" of Plaintiff's Complaint.

51. Defendant Frampton denies each and every allegation contained in Paragraph "51" of Plaintiff's Complaint.

52. Defendant Frampton denies each and every allegation contained in Paragraph "52" of Plaintiff's Complaint.

53. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "53" of Plaintiff's Complaint.

54. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "54" of Plaintiff's Complaint.

55. Defendant Frampton admits the allegations contained in Paragraph "55" of Plaintiff's Complaint.

56. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "56" of Plaintiff's Complaint.

57. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "57" of Plaintiff's Complaint.

58. The allegations contained in Paragraph "58" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is

required. To the extent a response is deemed required, Defendant Frampton Denies each and every allegation contained in Paragraph "58" of Plaintiff's Complaint.

59. The allegations contained in Paragraph "59" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "59" of Plaintiff's Complaint.

60. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "60" of Plaintiff's Complaint.

61. Defendant Frampton denies each and every allegation contained in Paragraph "61" of Plaintiff's Complaint.

62. Defendant Frampton denies each and every allegation contained in Paragraph "62" of Plaintiff's Complaint.

63. Defendant Frampton denies each and every allegation contained in Paragraph "63" of Plaintiff's Complaint.

64. Defendant Frampton denies each and every allegation contained in Paragraph "64" of Plaintiff's Complaint.

65. Defendant Frampton denies each and every allegation contained in Paragraph "65" of Plaintiff's Complaint.

66. Defendant Frampton denies each and every allegation contained in Paragraph "66" of Plaintiff's Complaint.

67. Defendant Frampton denies each and every allegation contained in Paragraph "67" of Plaintiff's Complaint.

68. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "68" of Plaintiff's Complaint.

69. The allegations contained in Paragraph "69" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "69" of Plaintiff's Complaint.

70. The allegations contained in Paragraph "70" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "70" of Plaintiff's Complaint.

71. Defendant Frampton denies each and every allegation contained in Paragraph "71" of Plaintiff's Complaint.

72. Defendant Frampton denies each and every allegation contained in Paragraph "72" of Plaintiff's Complaint.

73. Defendant Frampton denies each and every allegation contained in Paragraph "73" of Plaintiff's Complaint.

74. Defendant Frampton denies each and every allegation contained in Paragraph "74" of Plaintiff's Complaint.

75. Defendant Frampton denies each and every allegation contained in Paragraph "75" of Plaintiff's Complaint.

76. Defendant Frampton denies each and every allegation contained in Paragraph "76" of Plaintiff's Complaint.

77. Defendant Frampton denies each and every allegation contained in Paragraph "77" of Plaintiff's Complaint.

78. Defendant Frampton admits the allegations contained in Paragraph "78" of Plaintiff's Complaint.

79. Defendant Frampton denies each and every allegation contained in Paragraph "79" of Plaintiff's Complaint.

80. Defendant Frampton denies each and every allegation contained in Paragraph "80" of Plaintiff's Complaint, except avers that Defendant Frampton did report Plaintiff's concerns to HR.

81. Defendant Frampton denies each and every allegation contained in Paragraph "81" of Plaintiff's Complaint.

82. Defendant Frampton denies each and every allegation contained in Paragraph "82" of Plaintiff's Complaint.

83. Defendant Frampton denies each and every allegation contained in Paragraph "83" of Plaintiff's Complaint.

84. Defendant Frampton denies each and every allegation contained in Paragraph "84" of Plaintiff's Complaint.

85. Defendant Frampton denies each and every allegation contained in Paragraph "85" of Plaintiff's Complaint.

86. Defendant Frampton denies each and every allegation contained in Paragraph "86" of Plaintiff's Complaint.

87. Defendant Frampton denies each and every allegation contained in Paragraph "87" of Plaintiff's Complaint.

88. Defendant Frampton denies each and every allegation contained in Paragraph "88" of Plaintiff's Complaint.

89. Defendant Frampton denies each and every allegation contained in Paragraph "89" of Plaintiff's Complaint.

90. Defendant Frampton denies each and every allegation contained in Paragraph "90" of Plaintiff's Complaint.

91. Defendant Frampton denies each and every allegation contained in Paragraph "91" of Plaintiff's Complaint.

92. Defendant Frampton denies each and every allegation contained in Paragraph "92" of Plaintiff's Complaint.

93. Defendant Frampton denies each and every allegation contained in Paragraph "93" of Plaintiff's Complaint.

94. Defendant Frampton admits the allegations contained in Paragraph "94" of Plaintiff's Complaint.

95. Defendant Frampton admits the allegations contained in Paragraph "95" of Plaintiff's Complaint.

96. Defendant Frampton denies each and every allegation contained in Paragraph "96" of Plaintiff's Complaint.

97. Defendant Frampton denies each and every allegation contained in Paragraph "97" of Plaintiff's Complaint.

98. Defendant Frampton denies each and every allegation contained in Paragraph "98" of Plaintiff's Complaint.

99. Defendant Frampton denies each and every allegation contained in Paragraph "99" of Plaintiff's Complaint.

100. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "100" of Plaintiff's Complaint.

101. Defendant Frampton admits the allegations contained in Paragraph "101" of Plaintiff's Complaint.

102. Defendant Frampton denies each and every allegation contained in Paragraph "102" of Plaintiff's Complaint.

103. The allegations contained in Paragraph "103" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "103" of Plaintiff's Complaint.

104. Defendant Frampton denies each and every allegation contained in Paragraph "104" of Plaintiff's Complaint.

105. Defendant Frampton denies each and every allegation contained in Paragraph "105" of Plaintiff's Complaint, except refers to Plaintiff's August 24, 2015 written warning for its contents.

106. Defendant Frampton denies each and every allegation contained in Paragraph "106" of Plaintiff's Complaint.

107. Defendant Frampton denies each and every allegation contained in Paragraph "107" of Plaintiff's Complaint.

108. Defendant Frampton denies each and every allegation contained in Paragraph "108" of Plaintiff's Complaint.

109. Defendant Frampton denies each and every allegation contained in Paragraph "109" of Plaintiff's Complaint.

110. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "110" of Plaintiff's Complaint.

111. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "111" of Plaintiff's Complaint.

112. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "112" of Plaintiff's Complaint.

113. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "113" of Plaintiff's Complaint.

114. Defendant Frampton admits the allegations contained in Paragraph "114" of Plaintiff's Complaint.

115. Defendant Frampton denies each and every allegation contained in Paragraph "115" of Plaintiff's Complaint, except refers to the written warning referenced therein for its contents.

116. Defendant Frampton denies each and every allegation contained in Paragraph "116" of Plaintiff's Complaint, except refers to the written warning referenced therein for its contents.

117. Defendant Frampton denies each and every allegation contained in Paragraph "117" of Plaintiff's Complaint.

118. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "118" of Plaintiff's Complaint.

119. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "119" of Plaintiff's Complaint.

120. Defendant Frampton denies each and every allegation contained in Paragraph "120" of Plaintiff's Complaint.

121. Defendant Frampton denies each and every allegation contained in Paragraph "121" of Plaintiff's Complaint.

122. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "122" of Plaintiff's Complaint.

123. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "123" of Plaintiff's Complaint.

124. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "124" of Plaintiff's Complaint.

125. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "125" of Plaintiff's Complaint.

126. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "126" of Plaintiff's Complaint.

127. Defendant Frampton denies each and every allegation contained in Paragraph "127" of Plaintiff's Complaint, except avers that Plaintiff was scheduled for 40 hour workweeks.

128. The allegations contained in Paragraph "128" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "128" of Plaintiff's Complaint.

129. The allegations contained in Paragraph "129" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "129" of Plaintiff's Complaint.

130. The allegations contained in Paragraph "130" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is

required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "130" of Plaintiff's Complaint.

131. The allegations contained in Paragraph "131" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "131" of Plaintiff's Complaint.

132. The allegations contained in Paragraph "132" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "132" of Plaintiff's Complaint.

133. Defendant Frampton denies each and every allegation contained in Paragraph "133" of Plaintiff's Complaint.

134. Defendant Frampton denies each and every allegation contained in Paragraph "134" of Plaintiff's Complaint.

135. Defendant Frampton denies each and every allegation contained in Paragraph "135" of Plaintiff's Complaint.

136. Defendant Frampton denies each and every allegation contained in Paragraph "136" of Plaintiff's Complaint.

137. Defendant Frampton denies each and every allegation contained in Paragraph "137" of Plaintiff's Complaint, except avers that in or about October 2015 Mr. Reyes's position was eliminated by Defendant Ermenegildo Zegna Corporation.

138. Defendant Frampton denies each and every allegation contained in Paragraph "138" of Plaintiff's Complaint.

139. Defendant Frampton denies each and every allegation contained in Paragraph "139" of Plaintiff's Complaint.

140. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "140" of Plaintiff's Complaint.

141. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "141" of Plaintiff's Complaint.

142. Defendant Frampton denies each and every allegation contained in Paragraph "142" of Plaintiff's Complaint.

143. Defendant Frampton denies each and every allegation contained in Paragraph "143" of Plaintiff's Complaint.

144. Defendant Frampton denies each and every allegation contained in Paragraph "144" of Plaintiff's Complaint.

145. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "145" of Plaintiff's Complaint.

146. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "146" of Plaintiff's Complaint.

147. Defendant Frampton denies each and every allegation contained in Paragraph "147" of Plaintiff's Complaint.

148. Defendant Frampton denies each and every allegation contained in Paragraph "148" of Plaintiff's Complaint.

149. Defendant Frampton denies the allegations contained in Paragraph "149" of Plaintiff's Complaint.

150. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "150" of Plaintiff's Complaint.

151. Defendant Frampton denies each and every allegation contained in Paragraph "151" of Plaintiff's complaint, except avers that Defendant Garafola is Defendant Ermenegildo Zegna Corporation's HR Director.

152. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "152" of Plaintiff's Complaint.

153. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "153" of Plaintiff's Complaint.

154. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "154" of Plaintiff's Complaint.

155. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "155" of Plaintiff's Complaint.

156. Defendant Frampton denies each and every allegation contained in Paragraph "156" of Plaintiff's Complaint.

157. Defendant Frampton denies each and every allegation contained in Paragraph "157" of Plaintiff's Complaint.

158. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "158" of Plaintiff's Complaint.

159. Defendant Frampton denies each and every allegation contained in Paragraph "159" of Plaintiff's Complaint.

160. Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "160" of Plaintiff's Complaint.

161. Defendant Frampton denies each and every allegation contained in Paragraph "161" of Plaintiff's Complaint, except avers he was under 50 years of age at that time.

162. Defendant Frampton denies each and every allegation contained in Paragraph "162" of Plaintiff's Complaint.

163. Defendant Frampton denies each and every allegation contained in Paragraph "163" of Plaintiff's Complaint.

164. Defendant Frampton admits the allegations contained in Paragraph "164" of Plaintiff's Complaint.

165. Defendant Frampton denies each and every allegation contained in Paragraph "165" of Plaintiff's Complaint.

166. Defendant Frampton denies each and every allegation contained in Paragraph "166" of Plaintiff's Complaint.

AS TO "AS FOR THE FIRST CAUSE OF ACTION
FOR SEX/GENDER HARASSMENT AND DISCRIMINATION UNDER TITLE VII
(Against Defendants Ermenegildo Zegna, Ermenegildo Zegna Corporation and Zegna, Inc.)"

167. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "166" of Plaintiff's Complaint, as if contained at length herein.

168. The allegations contained in Paragraph "168" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "168" of Plaintiff's Complaint.

169. The allegations contained in Paragraph "169" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "169" of Plaintiff's Complaint.

170. The allegations contained in Paragraph "170" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "170" of Plaintiff's Complaint.

171. The allegations contained in Paragraph "171" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is

required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "171" of Plaintiff's Complaint.

172. The allegations contained in Paragraph "172" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "172" of Plaintiff's Complaint.

173. The allegations contained in Paragraph "173" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "173" of Plaintiff's Complaint.

174. Defendant Frampton denies each and every allegation contained in Paragraph "174" of Plaintiff's Complaint.

175. Defendant Frampton denies each and every allegation contained in Paragraph "175" of Plaintiff's Complaint.

176. Defendant Frampton denies each and every allegation contained in Paragraph "176" of Plaintiff's Complaint.

177. Defendant Frampton denies each and every allegation contained in Paragraph "177" of Plaintiff's Complaint.

178. Defendant Frampton denies each and every allegation contained in Paragraph "178" of Plaintiff's Complaint.

179. Defendant Frampton denies each and every allegation contained in Paragraph "179" of Plaintiff's Complaint.

180. Defendant Frampton denies each and every allegation contained in Paragraph "180" of Plaintiff's Complaint.

181. Defendant Frampton denies each and every allegation contained in Paragraph "181" of Plaintiff's Complaint.

182. Defendant Frampton denies each and every allegation contained in Paragraph "182" of Plaintiff's Complaint.

183. Defendant Frampton denies each and every allegation contained in Paragraph "183" of Plaintiff's Complaint.

184. Defendant Frampton denies each and every allegation contained in Paragraph "184" of Plaintiff's Complaint.

185. Defendant Frampton denies each and every allegation contained in Paragraph "185" of Plaintiff's Complaint.

AS TO "AS FOR THE SECOND CAUSE OF ACTION
FOR SEX/GENDER RETALIATION UNDER TITLE VII
(Against Defendants Ermenegildo Zegna,
Ermenegildo Zegna Corporation and Zegna, Inc.)"

186. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "185" of Plaintiff's Complaint, as if contained at length herein.

187. The allegations contained in Paragraph "187" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "187" of Plaintiff's Complaint.

188. Defendant Frampton denies each and every allegation contained in Paragraph "188" of Plaintiff's Complaint.

189. Defendant Frampton denies each and every allegation contained in Paragraph "189" of Plaintiff's Complaint.

190. Defendant Frampton denies each and every allegation contained in Paragraph "190" of Plaintiff's Complaint.

191. Defendant Frampton denies each and every allegation contained in Paragraph "191" of Plaintiff's Complaint.

192. Defendant Frampton denies each and every allegation contained in Paragraph "192" of Plaintiff's Complaint.

193. Defendant Frampton denies each and every allegation contained in Paragraph "193" of Plaintiff's Complaint.

194. Defendant Frampton denies each and every allegation contained in Paragraph "194" of Plaintiff's Complaint.

195. Defendant Frampton denies each and every allegation contained in Paragraph "195" of Plaintiff's Complaint.

196. Defendant Frampton denies each and every allegation contained in Paragraph "196" of Plaintiff's Complaint.

197. Defendant Frampton denies each and every allegation contained in Paragraph "197" of Plaintiff's Complaint.

AS TO "AS FOR THE THIRD CAUSE OF ACTION FOR SEX/GENDER HARASSMENT AND DISCRIMINATION UNDER THE NYSHRL"

198. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "197" of Plaintiff's Complaint, as if contained at length herein.

199. The allegations contained in Paragraph "199" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "199" of Plaintiff's Complaint.

200. The allegations contained in Paragraph "200" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "200" of Plaintiff's Complaint.

201. The allegations contained in Paragraph "201" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "201" of Plaintiff's Complaint.

202. The allegations contained in Paragraph "202" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "202" of Plaintiff's Complaint.

203. Defendant Frampton denies each and every allegation contained in Paragraph "203" of Plaintiff's Complaint.

204. The allegations contained in Paragraph "204" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is

required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "204" of Plaintiff's Complaint.

205. The allegations contained in Paragraph "205" of Plaintiff's Complaint are not directed at Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "205" of Plaintiff's Complaint.

206. The allegations contained in Paragraph "206" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "206 of Plaintiff's Complaint.

207. The allegations contained in Paragraph "207" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "207" of Plaintiff's Complaint.

208. Defendant Frampton denies each and every allegation contained in Paragraph "208" of Plaintiff's Complaint.

209. Defendant Frampton denies each and every allegation contained in Paragraph "209" of Plaintiff's Complaint.

210. Defendant Frampton denies each and every allegation contained in Paragraph "210" of Plaintiff's Complaint.

211. Defendant Frampton denies each and every allegation contained in Paragraph "211" of Plaintiff's Complaint.

212. Defendant Frampton denies each and every allegation contained in Paragraph "212" of Plaintiff's Complain.

213. Defendant Frampton denies each and every allegation contained in Paragraph "213" of Plaintiff's Complaint.

214. Defendant Frampton denies each and every allegation contained in Paragraph "214" of Plaintiff's Complaint.

AS TO "AS FOR THE FOURTH CAUSE OF ACTION FOR SEX/GENDER RETALIATION UNDER THE NYSHRL"

215. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "214" of Plaintiff's Complaint, as if contained at length herein.

216. The allegations contained in Paragraph "216" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "216" of Plaintiff's Complaint.

217. Defendant Frampton denies each and every allegation contained in Paragraph "217" of Plaintiff's Complaint.

218. Defendant Frampton denies each and every allegation contained in Paragraph "218" of Plaintiff's Complaint.

219. Defendant Frampton denies each and every allegation contained in Paragraph "219" of Plaintiff's Complaint.

220. Defendant Frampton denies each and every allegation contained in Paragraph "220" of Plaintiff's Complaint.

221. Defendant Frampton denies each and every allegation contained in Paragraph "221" of Plaintiff's Complaint.

222. Defendant Frampton denies each and every allegation contained in Paragraph "222" of Plaintiff's Complaint.

223. Defendant Frampton denies each and every allegation contained in Paragraph "223" of Plaintiff's Complaint.

224. Defendant Frampton denies each and every allegation contained in Paragraph "224" of Plaintiff's Complaint.

AS TO "AS FOR THE FIFTH CAUSE OF ACTION FOR SEXUAL ORIENTATION HARASSMENT AND DISCRIMINATION UNDER THE NYSHRL"

225. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "224" of Plaintiff's Complaint, as if contained at length herein.

226. The allegations contained in Paragraph "226" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "226" of Plaintiff's Complaint.

227. Defendant Frampton denies each and every allegation contained in Paragraph "227" of Plaintiff's Complaint.

228. Defendant Frampton denies each and every allegation contained in Paragraph "228" of Plaintiff's Complaint.

229. Defendant Frampton denies each and every allegation contained in Paragraph "229" of Plaintiff's Complaint.

230. Defendant Frampton denies each and every allegation contained in Paragraph “230” of Plaintiff's Complaint.

231. Defendant Frampton denies each and every allegation contained in Paragraph “231” of Plaintiff's Complaint.

232. Defendant Frampton denies each and every allegation contained in Paragraph “232” of Plaintiff's Complaint.

233. Defendant Frampton denies each and every allegation contained in Paragraph “233” of Plaintiff's Complaint.

AS TO “AS FOR THE SIXTH CAUSE OF ACTION
FOR SEXUAL ORIENTATION RETALIATION UNDER THE NYSHRL”

234. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs “1” through “233” of Plaintiff's Complaint, as if contained at length herein.

235. The allegations contained in Paragraph “235 of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph “235” of Plaintiff's Complaint.

236. Defendant Frampton denies each and every allegation contained in Paragraph “236” of Plaintiff's Complaint.

237. Defendant Frampton denies each and every allegation contained in Paragraph “237” of Plaintiff's Complaint.

238. Defendant Frampton denies each and every allegation contained in Paragraph “238” of Plaintiff's Complaint.

239. Defendant Frampton denies each and every allegation contained in Paragraph "239" of Plaintiff's Complaint.

240. Defendant Frampton denies each and every allegation contained in Paragraph "240" of Plaintiff's Complaint.

241. Defendant Frampton denies each and every allegation contained in Paragraph "241" of Plaintiff's Complaint.

242. Defendant Frampton denies each and every allegation contained in Paragraph "242" of Plaintiff's Complaint.

243. Defendant Frampton denies each and every allegation contained in Paragraph "243" of Plaintiff's Complaint.

AS TO "AS FOR THE SEVENTH CAUSE OF ACTION FOR AGE HARASSMENT AND DISCRIMINATION UNDER THE NYSHRL"

244. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "243" of Plaintiff's Complaint, as if contained at length herein.

245. The allegations contained in Paragraph "245" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "245" of Plaintiff's Complaint.

246. The allegations contained in Paragraph "246" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "246," except to refer to the statute referenced therein for its contents.

247. Defendant Frampton denies each and every allegation contained in Paragraph "247" of Plaintiff's Complaint.

248. Defendant Frampton denies each and every allegation contained in Paragraph "248" of Plaintiff's Complaint.

249. Defendant Frampton denies each and every allegation contained in Paragraph "249" of Plaintiff's Complaint.

250. Defendant Frampton denies each and every allegation contained in Paragraph "250" of Plaintiff's Complaint.

251. Defendant Frampton denies each and every allegation contained in Paragraph "251" of Plaintiff's Complaint.

252. Defendant Frampton denies each and every allegation contained in Paragraph "252" of Plaintiff's Complaint.

253. Defendant Frampton denies each and every allegation contained in Paragraph "253" of Plaintiff's Complaint.

AS TO "AS FOR THE EIGHTH CAUSE OF ACTION FOR AGE RETALIATION UNDER THE NYSHRL"

254. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "253" of Plaintiff's Complaint, as if contained at length herein.

255. The allegations contained in Paragraph "255" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "255" of Plaintiff's Complaint.

256. Defendant Frampton denies each and every allegation contained in Paragraph "256" of Plaintiff's Complaint.

257. Defendant Frampton denies each and every allegation contained in Paragraph "257" of Plaintiff's Complaint.

258. Defendant Frampton denies each and every allegation contained in Paragraph "258" of Plaintiff's Complaint.

259. Defendant Frampton denies each and every allegation contained in Paragraph "259" of Plaintiff's Complaint.

260. Defendant Frampton denies each and every allegation contained in Paragraph "260" of Plaintiff's Complaint.

261. Defendant Frampton denies each and every allegation contained in Paragraph "261" of Plaintiff's Complaint.

262. Defendant Frampton denies each and every allegation contained in Paragraph "262" of Plaintiff's Complaint.

263. Defendant Frampton denies each and every allegation contained in Paragraph "263" of Plaintiff's Complaint.

AS TO "AS FOR THE NINETH [SIC] CAUSE OF ACTION FOR SEX/GENDER HARASSMENT AND DISCRIMINATION UNDER THE NYSCHRL"

264. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "263" of Plaintiff's Complaint, as if contained at length herein.

265. The allegations contained in Paragraph "265" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required,

Defendant Frampton denies each and every allegation contained in Paragraph "265" of Plaintiff's Complaint.

266. The allegations contained in Paragraph "266" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "266" of Plaintiff's Complaint.

267. The allegations contained in Paragraph "267" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "267" of Plaintiff's Complaint.

268. The allegations contained in Paragraph "268" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "268" of Plaintiff's Complaint.

269. Defendant Frampton denies each and every allegation contained in Paragraph "269" of Plaintiff's Complaint.

270. The allegations contained in Paragraph "270" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "270" of Plaintiff's Complaint.

271. The allegations contained in Paragraph "271" of Plaintiff's Complaint are not directed toward Defendant Frampton and, therefore, no response from Defendant Frampton is required. To the extent a response is deemed required, Defendant Frampton denies knowledge or

information sufficient to form a belief as to the truth or falsity of the allegations contained in Paragraph "271" of Plaintiff's Complaint.

272. The allegations contained in Paragraph "272" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "272" of Plaintiff's Complaint.

273. Defendant Frampton denies each and every allegation contained in Paragraph "273" of Plaintiff's Complaint, except avers that Plaintiff was a male employee of Defendant Ermenegildo Zegna Corporation.

274. Defendant Frampton denies each and every allegation contained in Paragraph "274" of Plaintiff's Complaint

275. Defendant Frampton denies each and every allegation contained in Paragraph "275" of Plaintiff's Complaint.

276. Defendant Frampton denies each and every allegation contained in Paragraph "276" of Plaintiff's Complaint.

277. Defendant Frampton denies each and every allegation contained in Paragraph "277" of Plaintiff's Complaint.

278. Defendant Frampton denies each and every allegation contained in Paragraph "278" of Plaintiff's Complaint.

279. Defendant Frampton denies each and every allegation contained in Paragraph "279" of Plaintiff's Complaint.

280. Defendant Frampton denies each and every allegation contained in Paragraph "280" of Plaintiff's Complaint.

AS TO "AS FOR THE TENTH CAUSE OF ACTION FOR SEX/GENDER RETALIATION UNDER THE NYCHRL"

281. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "280" of Plaintiff's Complaint, as if contained at length herein.

282. The allegations contained in Paragraph "282" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "282" of Plaintiff's Complaint.

283. Defendant Frampton denies each and every allegation contained in Paragraph "283" of Plaintiff's Complaint.

284. Defendant Frampton denies each and every allegation contained in Paragraph "284" of Plaintiff's Complaint.

285. Defendant Frampton denies each and every allegation contained in Paragraph "285" of Plaintiff's Complaint.

286. Defendant Frampton denies each and every allegation contained in Paragraph "286" of Plaintiff's Complaint.

287. Defendant Frampton denies each and every allegation contained in Paragraph "287" of Plaintiff's Complaint.

288. Defendant Frampton denies each and every allegation contained in Paragraph "288" of Plaintiff's Complaint.

289. Defendant Frampton denies each and every allegation contained in Paragraph "289" of Plaintiff's Complaint.

290. Defendant Frampton denies each and every allegation contained in Paragraph "290" of Plaintiff's Complaint.

291. Defendant Frampton denies each and every allegation contained in Paragraph "291" of Plaintiff's Complaint.

AS TO "AS FOR THE ELEVENTH CAUSE OF ACTION FOR SEXUAL ORIENTATION HARASSMENT AND DISCRIMINATION UNDER THE NYCHRL"

292. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "291" of Plaintiff's Complaint, as if set forth at length herein.

293. The allegations contained in Paragraph "293" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "293" of Plaintiff's Complaint.

294. Defendant Frampton denies each and every allegation contained in Paragraph "294" of Plaintiff's Complaint.

295. Defendant Frampton denies each and every allegation contained in Paragraph "295" of Plaintiff's Complaint.

296. Defendant Frampton denies each and every allegation contained in Paragraph "296" of Plaintiff's Complaint.

297. Defendant Frampton denies each and every allegation contained in Paragraph "297" of Plaintiff's Complaint.

298. Defendant Frampton denies each and every allegation contained in Paragraph "298" of Plaintiff's Complaint.

299. Defendant Frampton denies each and every allegation contained in Paragraph "299" of Plaintiff's Complaint.

300. Defendant Frampton denies each and every allegation contained in Paragraph "300" of Plaintiff's Complaint.

AS TO "AS FOR THE TWELFTH CAUSE OF ACTION FOR SEXUAL ORIENTATION RETALIATION UNDER THE NYCHRL"

301. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "300" of Plaintiff's Complaint, as if contained at length herein.

302. The allegations contained in Paragraph "302" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "302" of Plaintiff's Complaint.

303. Defendant Frampton denies each and every allegation contained in Paragraph "303" of Plaintiff's Complaint.

304. Defendant Frampton denies each and every allegation contained in Paragraph "304" of Plaintiff's Complaint.

305. Defendant Frampton denies each and every allegation contained in Paragraph "305" of Plaintiff's Complaint.

306. Defendant Frampton denies each and every allegation contained in Paragraph "306" of Plaintiff's Complaint.

307. Defendant Frampton denies each and every allegation contained in Paragraph "307" of Plaintiff's Complaint.

308. Defendant Frampton denies each and every allegation contained in Paragraph "308" of Plaintiff's Complaint.

309. Defendant Frampton denies each and every allegation contained in Paragraph "309" of Plaintiff's Complaint.

310. Defendant Frampton denies each and every allegation contained in Paragraph "310" of Plaintiff's Complaint.

311. Defendant Frampton denies each and every allegation contained in Paragraph "311" of Plaintiff's Complaint.

AS TO "AS FOR THE THIRTEENTH CAUSE OF ACTION FOR AGE HARASSMENT AND DISCRIMINATION UNDER THE NYCHRL"

312. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "311" of Plaintiff's Complaint, as if contained at length herein.

313. The allegations contained in Paragraph "313" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "313" of Plaintiff's Complaint.

314. The allegations contained in Paragraph "314" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is required, Defendant Frampton denies each and every allegation contained in Paragraph "314" of Plaintiff's Complaint, except refer to the statute referenced therein for its contents.

315. Defendant Frampton denies each and every allegation contained in Paragraph "315" of Plaintiff's Complaint.

316. Defendant Frampton denies each and every allegation contained in Paragraph "316" of Plaintiff's Complaint.

317. Defendant Frampton denies each and every allegation contained in Paragraph "317" of Plaintiff's Complaint.

318. Defendant Frampton denies each and every allegation contained in Paragraph "318" of Plaintiff's Complaint.

319. Defendant Frampton denies each and every allegation contained in Paragraph "319" of Plaintiff's Complaint.

320. Defendant Frampton denies each and every allegation contained in Paragraph "320" of Plaintiff's Complaint.

321. Defendant Frampton denies each and every allegation contained in Paragraph "321" of Plaintiff's Complaint.

AS TO "AS FOR THE FOURTEENTH CAUSE OF ACTION FOR AGE RETALIATION UNDER THE NYCHRL"

322. Defendant Frampton repeats and realleges each of his denials and other responses to Paragraphs "1" through "321" of Plaintiff's Complaint, as if contained at length herein.

323. The allegations contained in Paragraph "323" of Plaintiff's Complaint state conclusions of law to which no response is required. To the extent a response is deemed required, Defendant Frampton denies each and every allegation contained in Paragraph "323" of Plaintiff's Complaint.

324. Defendant Frampton denies each and every allegation contained in Paragraph "324" of Plaintiff's Complaint.

325. Defendant Frampton denies each and every allegation contained in Paragraph "325" of Plaintiff's Complaint.

326. Defendant Frampton denies each and every allegation contained in Paragraph "326" of Plaintiff's Complaint.

327. Defendant Frampton denies each and every allegation contained in Paragraph "327" of Plaintiff's Complaint.

328. Defendant Frampton denies each and every allegation contained in Paragraph "328" of Plaintiff's Complaint.

329. Defendant Frampton denies each and every allegation contained in Paragraph "329" of Plaintiff's Complaint.

330. Defendant Frampton denies each and every allegation contained in Paragraph "330" of Plaintiff's Complaint.

331. Defendant Frampton denies each and every allegation contained in Paragraph "331" of Plaintiff's Complaint.

332. Defendant Frampton denies each and every allegation contained in Paragraph "332" of Plaintiff's Complaint.

AS TO "WHEREFORE" PARAGRAPH

333. Defendant Frampton denies each and every allegation contained in Plaintiff's "Wherefore" Paragraph, including specifically subparagraphs "A" through "G."

AS FOR DEFENDANT FRAMPTON'S DEFENSES

Defendant Frampton asserts the following affirmative and other defenses, without assuming any burden of production or proof that it would not otherwise have.

AS AND FOR DEFENDANT FRAMPTON'S FIRST DEFENSE

Plaintiff's Complaint should be dismissed, in whole or in part, for failure to state a claim upon which relief can be granted or for which the relief or recovery sought can be awarded.

AS AND FOR DEFENDANT FRAMPTON'S SECOND DEFENSE

At all times relevant hereto, Defendant Frampton has acted in good faith and has not violated any rights which may be secured to Plaintiff under federal, state or local laws, rules, regulations or guidelines.

AS AND FOR DEFENDANT FRAMPTON'S THIRD DEFENSE

Any and all actions taken by Defendant Frampton were taken for legitimate, non-discriminatory reasons, and would have been taken regardless of Plaintiff's sex, gender, heterosexual orientation, age, and/or any other protected classification.

AS AND FOR DEFENDANT FRAMPTON'S FOURTH DEFENSE

Plaintiff's claims for damages are barred or should be reduced because he has failed to mitigate his alleged damages by using reasonable diligence to seek and obtain comparable employment elsewhere.

AS AND FOR DEFENDANT FRAMPTON'S FIFTH DEFENSE

Plaintiff's claims are barred, in whole or in part, because Plaintiff unreasonably failed to take advantage of Defendant Ermenegildo Zegna Corporation's preventive or corrective opportunities or to avoid harm otherwise.

AS AND FOR DEFENDANT FRAMPTON'S SIXTH DEFENSE

Plaintiff's claims are barred and/or any recovery of damages is precluded, in whole or in part, because Defendant Frampton exercised reasonable care to prevent and promptly correct any alleged discriminatory and/or retaliatory behavior.

AS AND FOR DEFENDANT FRAMPTON'S SEVENTH DEFENSE

Defendant Frampton's conduct, even if it occurred, amounted to no more than what a reasonable person would consider petty slights and trivial inconveniences.

AS AND FOR DEFENDANT FRAMPTON'S EIGHTH DEFENSE

Plaintiff's claims are barred, in whole or in part, because Plaintiff did not suffer any damages attributable to any allegedly wrongful conduct by Defendant Frampton and/or any damages or injuries were caused by Plaintiff's own conduct or the conduct of third parties.

AS AND FOR DEFENDANT FRAMPTON'S NINTH DEFENSE

Plaintiff is not entitled to recover any punitive damages against Defendant Frampton because, *inter alia,* Defendant Frampton acted in good faith and did not commit, ratify, authorize or acquiesce in any malicious, willful, or reckless acts or omissions.

AS AND FOR DEFENDANT FRAMPTON'S TENTH DEFENSE

Plaintiff's claims are barred, in whole or in part, because Defendant Frampton was not an employer within the meaning of the New York State Human Rights law of New York City Human Rights law.

Defendant Frampton reserves the right to plead additional separate and affirmative defenses, which may be ascertained during the course of this action or otherwise.

WHEREFORE, Defendant Frampton prays that the Court:

1. Dismiss Plaintiff's Complaint, in its entirety, with prejudice;

2. Deny each and every demand, claim and prayer for relief contained in Plaintiff's Complaint;

3. Award Defendant its reasonable attorneys' fees and costs incurred in defending against this meritless and vexatious action; and

4. Grant such other and further relief as the Court deems just and proper.

Respectfully submitted,

JACKSON LEWIS P.C.
666 Third Avenue, 29th Floor
New York, NY 10017
(212) 545-4000

Dated: March 31, 2017
New York, New York

By: ______________________
John A. Snyder
Courtney D. Roach
ATTORNEYS FOR DEFENDANT
JOHN FRAMPTON

CERTIFICATE OF SERVICE

I hereby certify that on March 31, 2017 I caused a true and correct copy of the Answer of Defendant John Frampton to be served upon Plaintiff through the following counsel of record, via ECF:

Laurie E. Morrison
Law Office of Laurie E. Morrison
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New York, New York 10007
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(212) 721-4051

Courtney D. Roach

Courtney D. Roach

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